



A STUDY ON JOB SATISFACTION AMONG THE EMPLOYEES OF STATE BANK OF INDIA,CHANDRAPUR

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Abstract

Job satisfaction describes how content an individual is with his or her job. The happier people are within their job, the more satisfied they are said to be. Job satisfaction is not the same as motivation, although it is clearly linked. Job design aims to enhance job satisfaction and performance, methods include job rotation, job enlargement and job enrichment. Other influences on satisfaction include the management style and culture, employee involvement, empowerment and autonomous work groups. Job satisfaction is a very important attribute which is frequently measured by organizations. The most common way of measurement is the use of rating scales where employees report their reactions to their jobs. Questions relate to rate of pay, work responsibilities, variety of tasks, promotional opportunities the work itself and co-workers.

Keyword: Job Rotation, Job Enlargement , Job Enrichment.

Introduction

Job satisfaction can also be seen within the broader context of the range of issues which affect an individual's experience of work, or their quality of working life. Job satisfaction can be understood in terms of its relationships with other key factors, such as general well-being, stress at work, control at work, home-work interface, and working conditions.

Company Profile

State Bank of India (SBI) has history of more than 200 years of existence. The evolution of State Bank of India can be traced back to the first decade of the 19th century. It began with the establishment of the Bank of Calcutta in Calcutta, on 2 June 1806. The bank was redesigned as the Bank of Bengal, three years later, on 2 January 1809. It was the first ever joint-stock bank of the British India, established under the sponsorship of the Government of Bengal. Subsequently, the Bank of Bombay (established on 15 April 1840) and the Bank of Madras (established on 1 July 1843) followed the Bank of Bengal. These three banks dominated the modern banking scenario in India, until when these banks were amalgamated to form the Imperial Bank of India, on 27 January 1921.

Research Methodology

This research is designed to study the Job Satisfaction Among The Employees Of State Bank Of India,Chandrapur

Objectives Of Study

1. To determine the level of satisfaction of the respondents regarding their job.
2. To study and understand the job satisfaction among the employees of State Bank of India.
3. To study the various factors which influencing job satisfaction.
4. To study the relationship between the personal factors of the employee (Income, Designation, Educational qualification, Gender, etc.).

Hypothesis: H1: The employees in SBI Ballarpur are satisfied with the working conditions.

Data Analysis: Satisfaction About The Safety Appliances

Sr. No.	Particulars	Frequency	Percentage
1	Fully Satisfied	27	55%
2	Partially satisfied	13	25%
3	No satisfied	05	10%
4	Can't say	05	10%
	Total	50	100.00%

From the above table it is found 55% employees of SBI Chandrapur are fully satisfied with the safety appliances, 25% are partially satisfied, 10% are not satisfied while 10% employees can't say anything about it.

Hence maximum employees in SBI Chandrapur are satisfied with Safety appliances provided by the company.

Increment and Bonus

Sr. No.	Particulars	Frequency	Percentage
1	Fully satisfied	40	80%
2	Partly satisfied	02	05%
3	No satisfied	03	05%
4	Cant say	05	10%
	Total	50	100.00%

From the above table it is found that 80% employees of SBI Chandrapur are satisfied with incentives and bonus schemes, 5% are partly satisfied, 5% are not satisfied while 10% have do not give their opinion.

Hence maximum employees are satisfied with incentives and bonus scheme.

Opinion About Working Conditions

Sr. No.	Particulars	Frequency	Percentage
1	Good	27	55%
2	Average	18	35%
3	Poor	05	10%
	Total	50	100.00%

From the above table it is found that 55% employees said that working conditions in SBI Chandrapur are good, 35% said that it is average while 10% said that working conditions in SBI Chandrapur are poor.

Hence maximum employees in SBI Chandrapur said that working conditions are good i.e. they are satisfied with the working conditions.

Satisfaction With Training and Development Program

Sr. No.	Particulars	Frequency	Percentage
1	Fully satisfied	23	45%
2	Partly satisfied	15	30%
3	Not satisfied	02	05%
4	Can't say	10	20%
	Total	50	100.00%

From the above table it is found that 45% employees are fully satisfied with the training and development program, 30% are partly satisfied with it, 5% are not satisfied while 20% employees cant say about it.

Hence maximum employees of SBI Chandrapur are fully satisfied with the training and development program.

Conclusion

Satisfaction of the employee toward their organization is very necessary. Job Satisfaction is very helpful in increasing morale and motivation of the employees. Employees with high morale and motivation could increase the productivity of the organization. Employees in SBI Ballarpur are overall satisfied with the safety appliances, Increment and Bonus, working conditions, training and development program.

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